

RSU #63

- a. **NEPN/NSBA Code:** **ACAD**
- b. **Title:** **Hazing**
- c. **Author:**
- d. **Replaces Policy:** **Revised**
- e. **Date Approved:** **05/22/2017 RSU #63**
- f. **Previously Approved:** **11/18/2013**
- g. **Policy Expiration:** **Review as Needed**
- h. **Responsible for Review:** **Superintendent & Policy Committee**
- i. **Date Reviewed:** **05/01/2017 Superintendent**
05/01/2017 Policy Committee
- j. **References:** **20-A MRSA § 6553**
Cross Reference – Policy ACAA-Harassment & Sexual Harassment of Students
Policy ACAB-Harassment & Sexual Harassment of Employees
Policy-JICIA-Weapons, Violence & School Safety
Policy JICK-Bullying & Cyberbullying
Policy JICK-R -Admin. Procedures

k. Narrative:

It is the intention of the RSU 63 School Board (the Board) that all students, staff, and district employees be and feel safe within the district and while participating in district-sponsored activities. This includes all forms of direct and indirect interchange, activities, and relationships. To that end, and in compliance with Maine state law, this policy addresses hazing.

- I. Maine statute defines injurious hazing as “any action or situation, including harassing behavior, that recklessly or intentionally endangers the mental or physical health of any school personnel or a student enrolled in a public school.”
- II. Injurious hazing activities of any type, either on or off district property, by any student, staff member, group, or organization affiliated with RSU 63 are inconsistent with the educational process and will be prohibited at all times.
- III. “Harassing behavior” includes acts of intimidation and any other conduct that recklessly or intentionally endangers the mental or physical health of a student or staff members.
- IV. “Acts of intimidation: include extortion, menacing, direct or indirect threats of violence, incidents of violence, bullying, and statements or taunting of a malicious and/or derogatory nature that recklessly or intentionally endangers the mental or physical health of another person, and property damage or theft.
- V. No administrator, faculty member, or other employee of RSU 63 shall encourage, permit, condone, or tolerate injurious hazing activities. No student, including leaders of student

organizations, will plan, encourage, or engage in injurious hazing activities.

- VI.** Students who violate this policy may be subject to disciplinary action, which may include suspension, expulsion, or other appropriate measures. Administrators, professional staff, and all other employees who violate this policy may be subject to disciplinary action up to and including dismissal.
- VII.** In the case of an organization affiliated with RSU 63 that authorizes hazing, penalties may include rescission of permission for that organization to operate on school property or to receive any other benefit of affiliation with that district.
- VIII.** Persons not associated with RSU 63 who fail to abide by this policy may be subject to ejection from district property and/or measures as may be available under the law.
- IX.** These penalties will be in addition to any civil or criminal penalties to which the violator or organization may be subject.
- X.** The Superintendent/designee will be responsible for administering this policy. In the event that an individual or organization disagrees with an action – or lack of action – on the part of the Superintendent/designee as he/she carries out the provisions of this policy, that individual or organization may appeal to the Board. The ruling of the Board, with respect to the provisions of this policy, will be final.
- XI.** This right to appeal does not apply to student suspensions of 10 days or less or to matters submitted to grievance procedures under applicable collective bargaining agreements.
- XII.** A copy of this policy will be included in all district, parent, and employee handbooks or otherwise distributed to all RSU 63 district employees and students.